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HRCI Associate Professional in Human Resources - International Sample Questions (Q66-Q71):

NEW QUESTION # 66
Sarah has just joined a multinational corporation. Her onboarding process includes sessions where she meets different department heads and learns about the company"s mission and values. What is this aspect of the onboarding process focused on?

- A. Completing paperwork
- B. Introducing company culture
- C. Discussing benefits and compensation
- D. Reviewing company policies

Answer: B

Explanation:
Introducing company culture in the onboarding process focuses on helping new employees understand the company,s mission, values, and overall organizational ethos, which is critical for their integration.

NEW QUESTION # 67
Consider a scenario where an organization wants to improve its data-driven decision-making capabilities in HR. Which system function would be most beneficial to focus on?

- A. Enhancing workplace safety measures through training
- B. Implementing employee self-service portals for HR tasks
- C. Utilizing data analytics and reporting tools to support informed decisions
- D. Introducing a flexible work schedule for better work-life balance

Answer: C

Explanation:
Utilizing data analytics and reporting tools in an HRIS supports informed decision-making by providing actionable insights into HR metrics. This function enhances the organization,s ability to make data-driven HR decisions.

NEW QUESTION # 68
Jessica needs to communicate a policy update to the entire company. Which method should she use to ensure everyone receives the information at the same time?

- A. Oral communication
- B. Visual communication
- C. Written communication
- D. Email communication

Answer: D

Explanation:
Email communication is the best method for communicating a policy update to the entire company to ensure everyone receives the information at the same time. It provides a written record and can be easily distributed to all employees simultaneously.

NEW QUESTION # 69
An organization of 360 employees reported a turnover rate of 5%, or _____ separation(s) in a given year.

Answer:

Explanation:
18 separations.

Explanation:
Comprehensive and Detailed in Depth Explanation:
Turnover rate is calculated as the percentage of employees who leave an organization over a specific period.
To find the number of separations, we use the formula:
Number of separations = Total employees × (Turnover rate ÷ 100).
Given: Total employees = 360, Turnover rate = 5%.
Number of separations = 360 × (5 ÷ 100) = 360 × 0.05 = 18.
Thus, a 5% turnover rate for 360 employees results in 18 separations in the year. This calculation aligns with HR metrics commonly covered in aPHRi, which emphasizes understanding turnover and its impact on workforce planning.
Reference: aPHRi knowledge domain - HR Operations: Calculating turnover rates and understanding their implications.

NEW QUESTION # 70

Match the best recruitment method to the type telnet the organization is trying to hire.

Answer:

Explanation:

Explanation:

Matched Recruitment Method to the Talent Type:
* Internal Search#Organizational Knowledge and Experience
* Explanation:Internal searches involve identifying talent within the existing workforce.
Employees already familiar with the organization's culture, policies, and operations are best suited for roles requiring organizational knowledge and experience. Internal promotions or lateral movements also enhance employee retention and morale.

NEW QUESTION # 71

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